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BC 15364

AGREEMENT

Between

THE SUPERINTENDENT OF SCHOOLS

JAMESTOWN PUBLIC SCHOOLS

And

JAMESTOWN SUPPORT STAFF ASSOCIATION

JULY 1, 2005 – JUNE 30, 2010

(As of 12-26-07)

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PREAMBLE

This Agreement is between the Superintendent of Schools, Jamestown Public Schools, County of Chautauqua, State of New York (hereinafter referred to as the Employer) and Jamestown Support Staff Association/NYSUT (hereinafter referred to as the Association).

WITNESSETH: Whereas the Employer and the Association mutually recognize and acknowledge that the best interests of the student body and of the community will be protected and served by an agreement between the parties hereto which will promote and insure peaceful relations between the parties during the terms of this Agreement. It is hereby mutually agreed as follows:

ARTICLE 1 – RECOGNITION

Section 1.1 - Employees Covered:

Pursuant to and in accordance with all applicable provisions of Article IV of the Civil Service Law known as Public Employees' Fair Employment Act, the Employer does hereby recognize the Association as the sole and exclusive representative for the purpose of collective bargaining in respect to rates of pay, wages, hours of employment, and other conditions of employment for the term of the Agreement for all employees except day-to-day substitutes of the Employer included in the Bargaining Unit, including:

Custodial unit

- a) Custodian II
- b) Custodial Worker I

Cafeteria Unit

- a) Senior Cooks
- b) Cooks
- c) Food Service Helpers
- d) Food Service Truck Drivers
- e) Bakers
- f) Senior Bakers
- g) Cafeteria Laborer

Transportation Unit

- a) Bus Drivers

Security Unit

- a) Security Guards
- b) Security Guard Assistants

Section 1.2 - Job Classifications

Classification or reclassification by the District shall be communicated in writing to the Association president prior to the implementation. Upon request of the Association, a meeting will be scheduled within ten (10) days to discuss the classification or reclassification.

ARTICLE 2 - ASSOCIATION SECURITY

Section 2.1 - Association Deductions:

- a.) Check off of Association Dues: The Employer shall deduct from the wages of employees of the bargaining unit and remit each month to the Jamestown Support Staff Treasurer for those employees authorizing such deductions.
- b.) The Employer agrees to deduct Association membership dues in accordance with the amount certified by the Association to the Employer and to maintain such dues deductions in accordance with the terms and conditions of the form of Authorization for Payroll Deduction of Association dues provided by the Association from the pay of all employees who have executed such authorization for payroll deduction of Association dues.
- c.) Payroll deduction of Association dues under the properly executed Authorization for Payroll Deduction of Association Dues forms shall become effective at the time the form is signed by the employee and shall be deducted by the next full pay period, if possible, and each pay period thereafter from the pay of the employee.
- d.) The aggregate total of all such deductions shall be remitted each month to the designated financial officer of the Association whose name shall be communicated in writing to the District, signed by the president and the treasurer of the Association. A list of changes shall also accompany the deductions.
- e.) Any changes in the amount of Association dues to be deducted must be certified by the Association in writing and be forwarded to the Employer.
- f.) Termination of Check-Off: An employee shall cease to be subject to Check-Off deductions beginning with the month immediately following the month in which they are no longer a member of the bargaining unit.
- g.) Disputes Concerning Membership: Any dispute arising as to an employee's membership in the Association shall be reviewed by the designated representative of the Employer and representatives of the Association, and if not resolved may be decided through the grievance procedure.

h.) Indemnification: The Association agrees to indemnify and save the employer harmless from any and all claims, suits or any other forms of liability arising out of deductions for money for Association dues under this Article.

Section 2.2 - Agency Fee

Effective July 1, 1987 the District agrees to deduct from the wages of all employees, excluding day-to-day substitutes, who work an average of three (3) hours or more per day who are not members of the Association, an Agency Fee in the amount equivalent to the dues of the NYSUT and all its affiliates and to promptly transmit the sums so deducted to the Association.

ARTICLE 3 - GUARANTEES OF RIGHTS

Section 3.1 - Just Cause

The Employer agrees that its enforcement of discipline will be fair and for just cause.

Section 3.2 - Affirmative Action

Pursuant to the Affirmative Action Plan, of the Jamestown Public Schools, the Employer agrees to employ and advance all employees on the basis of fitness, merit, and efficiency without discrimination or harassment against any applicant or employee because of race, color, creed, national origin, sex, age, marital status, political or religious affiliation, or physical disability, except when it is necessary to meet a bona-fide occupational requirement. All references to individuals in this Agreement designate both sexes, and whenever the male gender is used, it shall be construed to include male and female.

Section 3.3 - Association Days

A total of eleven (11) paid days shall be allocated to all union officers combined or their designees to attend special meetings, conventions, seminars, or any other functions or activities by JSSA or the state-wide organization. Association time for union grievances is allowed as part of this eleven-day limit, however, additional guidelines on the use of Association time can be found in Section 8.1 (d).

When it is necessary, up to three members may be granted leave at one time to attend to association business such as special meetings, conventions, and seminars. If such leave is needed, the Association must give the District written notice at least ten (10) working days prior to such date the particular function is scheduled.

Section 3.4 - Bulletin Boards and Inter-School Mailing:

The Employer agrees to provide a bulletin board for mutual use to post notices and other information. The Association shall have access to the inter-school mailing system for distribution of notices to be posted.

Section 3.5 - Use of School Facilities:

The Association will be permitted the use of school facilities for regular and special business meetings of the Association and for committee meetings on Association business, as well, provided the normal building procedures are followed to reserve the room. Such arrangements shall be made without disrupting other commitments for use of the premises and without incurring additional cost to the School District. It is mutually understood and agreed that no Association activities (except as above) will be carried on during working hours or on the school premises.

Section 3.6 - Use of Equipment:

The Association shall be allowed the use of copy machines after arrangements have been cleared with the building principal. There shall be no charge for the use of equipment. However, the use of the equipment shall be limited to hours outside the workday. All supplies shall be paid for by the Association. Requests for use of other equipment can be made to the Superintendent.

Section 3.7 - Subcontracting:

The Employer will not subcontract out any work normally performed by its work force as long as employees are available during the regular work day and the necessary equipment is owned by and available to the School District. The Administration will make every good faith effort to obtain equipment which is available.

Section 3.8 - Work Training Students:

The Employer will continue to participate in a program of work training for a limited number of students. These students will not be used to replace regular cafeteria and custodial employees. The number of such students shall be limited to two (2) in the Central Kitchen.

Section 3.9 - Unemployment:

Unless so notified by Administration, all cafeteria and transportation employees shall resume their normal work on the date so notified at the beginning of the school year (to be determined by school calendar) and immediately following each vacation or recess period in each school year (specific dates to be determined by the school calendar).

Section 3.10 - Workers' Compensation:

Employees injured on the job are entitled to Workers' Compensation benefits as provided by law. The employee shall continue to receive their normal daily pay by utilizing their accumulated sick days and sick leave benefits. For each equivalent day's pay received from Workers' Compensation, the District will restore a similar number of used sick leave days. (For example: \$250 from Workers' Compensation divided by the \$25 daily rate = 10 sick days restored.) During any period of paid disability, employee's health insurance shall remain in force at the premium they paid while working. For up to one full year.

Section 3.11 - No Training:

Members of the bargaining unit will not be asked to train new employees; however, they are required to provide guidance for new employees or substitutes regarding general questions.

Section 3.12 - Paid Breaks

Members of the bargaining unit shall be entitled to a paid fifteen-minute break for each block of four hours worked.

ARTICLE 4 – REPRESENTATION

Section 4.1 - Employer Notification:

Designated Association members shall be recognized by the employer for the purposes of collective bargaining, special committees, and grievance representation. Such designation to be communicated, in writing, to the employer.

Section 4.2 - Stewards:

Employees selected by the Association to act as Association representatives shall be known as stewards. The names of these stewards shall be submitted to the employer by the Association.

Section 4.3 - Bargaining Committee:

The Employer agrees to recognize a bargaining committee, which shall be composed of no more than five (5) members, based upon the present composition of the bargaining unit. Meetings between the Employer's designated representatives and recognized Association committees shall be scheduled by mutual agreement. The Employer will give time off with no loss of pay for members (not to exceed five (5) in number) of the Local Association Contract Negotiating Team to participate in contract negotiations if such meetings are held during their regular working hours.

Section 4.4 - Liaison Committee:

District/Association meetings may be requested by either party to discuss matters of mutual concern. Prior to each meeting an agenda will be created to facilitate the meeting. The Association will limit the number of members present to three (3) unless the District agrees that more are necessary. The Association can utilize the NYSUT representative in addition to its members. Meetings will be mutually scheduled at convenient times and Association members shall suffer no loss of pay when meetings occur during their work hours.

Section 4.5 – Grievance committee:

The Employer agrees to recognize a Grievance Committee, which shall be composed of the President of the Association, a Chief Steward, one (1) steward and a NYSUT representative if necessary. This shall not be construed to limit the Association's right to select the number of stewards required to represent properly the employees in the bargaining unit.

ARTICLE 5 – SENIORITY AND JOB POSTINGS

Section 5.1 – Definition:

Seniority means an employee's length of continuous service with the Employer since the employee's last date of hire.

Section 5.2 – Probationary Period:

All New employees hired into the unit from outside shall be probationary for three (3) years. With the exception of health insurance, which is discussed in Section 15.3, all other benefits are immediate upon hire. The probationary period may be extended up to a maximum of thirty (30) calendar days upon mutual agreement.

Section 5.3 – Seniority Lists:

Upon request of the President, the District shall provide the Association with an updated seniority list.

Section 5.4 – Loss of Seniority:

Seniority shall be broken and the employee shall be removed from the seniority list only for the following reasons:

- a.) If the employee quits.
- b.) If the employee is discharged and the discharge is not reversed through the grievance process of the Agreement.
- c.) If the employee is absent for three (3) consecutive working days without notifying the Employer and fails to give explanations for the

absence and lack of notice which are satisfactory to the School Administration.

- d.) If the employee fails to return to work from layoff when recalled from layoff as set forth in the recall procedure provided herein.
- e.) If the employee is on layoff for a period exceeding eighteen (18) months.

Section 5.5 - Job Postings:

In the event there are permanent job vacancies, such job vacancies shall be posted on a designated bulletin board in a location accessible to all employees for a period of five (5) consecutive working days, excluding Saturday, Sunday and Holidays.

The posting will show the job title, shift, location and hours of the opening and qualification required for the job. A notation will be made if there are special duties required.

If a position is not going to be filled or not going to be filled within a reasonable period of time (30 working days or less) the President of the Association will be notified.

When there is a posting, it shall be open to all employees in the unit prior to exercising Article 7 Layoff and Recall.

Selection will be made from those qualified to fill the vacancy on the basis of qualifications to do the work required and seniority. The normal progression based upon qualifications and seniority shall be as follows:

1. Within the same unit.
2. Within the same local
3. Within the same school system
4. From those outside the school system

Posting shall be accomplished by notification on bulletin boards. Applicants will have five (5) working days in which to bid. The requesting employee shall place their bid on a form provided by the District and forward it to the Director of Human Resources.

Bid lists will be provided to the Association President when there is a question of selection only.

When bidding on and receiving a new position in the bargaining unit, all employees selected shall be given a trial period not to exceed twenty (20) working days. This period may be extended an additional twenty (20) working days. If time is extended, the Association will be notified. If the employee elects to disqualify himself from a position, he shall have ten (10) working days in which to do so. If the bidder is deemed unsatisfactory or he elects to disqualify himself within the first ten (10) working days, he shall be restored to his former job, location, shift and rate of pay. Should he be deemed unsatisfactory following ten (10) working days on the new job, he shall be notified in writing as to why he is deemed unsatisfactory and given an opportunity to correct the problem. The employee shall be returned to his original position should he still be deemed unsatisfactory with the same rate of pay he earned prior to his move.

ARTICLE 6 - TEMPORARY ASSIGNMENTS

Section 6.1 - Lower or Higher Classification:

If an employee is temporarily placed in a lower classification than that in which they are regularly assigned, no reduction in pay will be effected. Any employee temporarily placed in a higher classification at the direction and written authorization of the immediate supervisor shall receive the upgraded wage immediately for all hours worked in the higher classification.

Section 6.2 - Substitutes:

Section 6.2.1 – Day-to-Day Absences:

Day-to-day absences, where regular employees are not available for assignment, may be filled by substitutes. Substitute employees may be hired for a period not to exceed thirty (30) calendar days, except for employees on an extended leave.

Section 6.2.2 - Effort to Provide Substitutes:

The District shall make every effort to provide substitutes when unit members are off work. Substitutes shall be utilized only when regular employees are absent. In emergency situations, management may assign an individual from outside the bargaining unit after the District has exhausted its list of qualified substitutes from within the Unit notwithstanding Article 3.7.

Section 6.2.3 - Absence 30 days or More:

When an absence occurs and it is known that the absence will be thirty (30) days or more. These selections will be made from a rotating seniority list. The position left vacant as a result of the temporary transfer shall be filled by a substitute or a temporary upgrading of current employees as determined by the supervisor.

A rotating seniority list established by September 15 will be used by management to fill temporary positions so there will be no job postings for these positions.

Section 6.2.4 - Temporary Assignments:

Section 6.2.3 of this Article does not apply to the temporary placement for the position of Cook and Baker. For these positions, management shall have the prerogative to select three (3) qualified employees from the established list. When selected, this employee shall work for the duration of the absence. Temporary Assignments are not subject to the grievance procedure.

Section 6.3 - Temporary Employees:

Temporary employees may be employed at summertime and student recess time periods within the school calendar by the District to augment the workforce. Temporary

employees will not be used to reduce the regular workforce during those selected time periods. Temporary employees may do any job assigned to them.

ARTICLE 7 - LAYOFF AND RECALL

Section 7.1 - Layoffs:

Prior to the District affecting a layoff, the District shall meet and confer with the Association. Reductions in the work force shall be effected through the following procedures:

- a.) The necessary number of least senior employees in the effected classification(s) within the specific unit shall be removed and laid off if they do not qualify under paragraph b.
- b.) Any employee(s) displaced because of layoff or job reduction shall be able to exercise seniority bumping rights according to the following:
 - 1) Within the same job classification in the same unit.
 - 2) Into a lower job classification in the same unit.
 - 3) Into any classification in which the employee previously worked.

If there is more than one position left vacant as a result of layoff, a list of available positions will be provided to all employees who have bumping rights. Employees shall indicate their choice of positions in order of preference. Placement shall be made based on qualifications to do the work required and seniority.

- c.) An employee who has bumping rights as set forth in "b" above shall have the right either to exercise the bump or accept a voluntary layoff until recalled under provisions of Section 7.2.
- d.) The least senior employees who remain unplaced after the reduction in the required classification, and bumping is completed, shall be laid off.

A layoff becomes effective at the end of the shift on the last day of work.

Section 7.2 - Recall:

Laid off employees shall be recalled in the inverse order of the layoff - the most senior employees shall be recalled:

- 1. To an opening in the unit from which the employee was laid off, if qualified.

2. To a classification they have previously held.
3. To their original position if they have bumped down during the reduction in force before being laid off.

Employees recalled may float within the unit until the bidding procedure is complete. Recall will be by notification from the Human Resources Office and shall require the employee to report to work within three (3) workdays after the date of notification. If a written certified notice of recall has been sent to the employee to the last known address of file with the Human Resources Office, the employee shall be required to report to work within three (3) work days after the date of delivery, or proof of non-delivery. Failure to report shall result in the loss of seniority.

Section 7.3 - Temporary Layoffs:

In the event of temporary layoffs due to acts or occurrences not initiated or controlled by the Employer, the employees immediately affected may be laid off according to seniority within classification, within location for a period not to exceed one (1) week. Temporary week shall thereupon be regulated by seniority application.

ARTICLE 8 - GRIEVANCE PROCEDURE

Section 8.1 - Matters Relevant to Grievance Procedure:

- a.) The time limits in the grievance procedure maybe extended by mutual agreement in writing.
- b.) Any step of the grievance procedure may be bypassed by mutual agreement, in writing.
- c.) In the case of a group, policy, or organization type grievance, the grievance may be submitted directly to the Director of Human Resources at the second step by the Union's representative. Time limits for Step 1 will apply.
- d.) Either the president of the bargaining unit or one of the two (2) chief stewards, one for the cafeteria and one for the custodial/transportation units, may investigate and process grievances during working hours without loss of pay using
- e.) Association time granted under Section 3.3, up to a maximum of two hours per shift unless requested by management to extend the time. The president or chief steward must clock in and out when performing union business and have the shift supervisor initial the time in and out.
- f.) Members necessary for testimony in an arbitration hearing during working hours shall suffer no loss of pay.

Section 8.2 - Settlement of Grievances:

Any grievance or dispute which may arise between the parties, regarding the application, meaning or interpretation of this Agreement, shall be settled in the following manner:

Section 8.3 - Step 1:

The Association Steward or other authorized representative of the Association, with or without the employee, shall take up the grievance or dispute with the employee's immediate supervisor within fifteen (15) workdays of its occurrence; (if at any time the steward or other authorized representative of the Association is unaware of the grievance, they shall take it up within fifteen (15) work days of their knowledge of its occurrence.) The supervisor shall then attempt to adjust the matter, and shall respond to the steward within five (5) workdays. Notwithstanding any of the above, a grievance shall be barred if it is not submitted within thirty (30) workdays of its occurrence.

Section 8.4 - Step 2:

If the grievance has not been settled, it shall be presented in writing by the Association Steward or other authorized representative of the Association to the Director of Human Resources within five (5) workdays after the supervisor's response is received. The Director of Human Resources will respond to the Steward or other authorized representative of the Association in writing within five (5) workdays.

Section 8.5 - Step 3:

If the grievance still remains unadjusted, it shall be presented by the Association President and/or an authorized representative to the Superintendent and/or his designee within five (5) workdays after the Human Resource Director response is due. The Superintendent and/or his designee shall schedule a meeting within five (5) workdays after receipt of the grievance with the Grievance Committee. The Superintendent shall, within five (5) workdays of such meeting, set forth an answer in writing to the President.

Section 8.6 - Step 4:

If the grievance is still unsettled, either party may within thirty (30) calendar days after the reply of the Employer is due, by written notice to the other request arbitration.

Section 8.7 - Arbitration Procedure:

- a.) PERB shall be requested by either or both parties to provide a panel of not less than seven (7) members of impartial arbitrators from which both the Employer and the Association shall make a selection in accordance with the Board's rules of procedure. Upon

receipt of the list of Arbitrators, the parties shall make their selection within seven (7) workdays.

- b.) The decision of the Arbitrator shall be final and binding on the parties, and the Arbitrator shall be requested to issue his decision within thirty (30) calendar days after the conclusion of testimony and argument.
- c.) No Arbitrator functioning under this step of the grievance procedure shall have any power to amend, modify or delete any provisions of this agreement.
- d.) Expenses for Arbitration shall be borne equally by the Employer and the Association.

Section 8.8 - Election of Forum:

If a grievance is submitted to arbitration, such submission shall constitute an election of forum by the grievant and by the Association and constitutes a waiver and a bar to any and all rights the grievant or the Association has or may have to submit the subject matter of the grievance for resolution or review to any agency or tribunal (whether judicial, executive, administrative or legislative) not provided for in this grievance procedure. A grievance which alleges conduct that violates this Agreement and which also may violate a law, or rule or regulation having the force and effect of law, may not be submitted to arbitration if the subject matter of the grievance has been or is being simultaneously submitted by the grievant or the Association to any other agency or tribunal (whether judicial, executive, administrative or legislative) for resolution or review.

ARTICLE 9 – DISCIPLINE AND DISCHARGE

Section 9.1 - Progressive Discipline:

An employee's employment may be terminated at any time during and up to the three-year probationary period. At the successful completion of the employee's probationary period, the employment is subject to the terms of progressive discipline.

Employee performance or actions that warrant attention and/or modification as determined by the supervisor or the applicable directors supervising the departments of food service, transportation, or custodial services will be communicated verbally to the employee. If the situation is deemed more severe by the supervisor the next step can also be implemented concurrently.

Once the employee has been notified verbally regarding the issue of performance or actions and the employee does not make the appropriate corrections that have been communicated by the employer, the employer may issue a written letter.

After the written letter, if the behavior continues, a letter of reprimand shall be give to the employee.

After a written reprimand has been given to the employee, if continued performance or inappropriate actions warrant additional attention and/or modification by the employer, the District's superintendent or designee may suspend the employee without pay for up to thirty work days.

Any unpaid suspension shall begin within three working days of the day on which the employee and the Association are notified of the suspension by the Superintendent or his designee. Within five working days of the time that the employee and the Association are notified of the suspension, the employee may request in writing an opportunity to meet with the Superintendent or his designee, to present the employee's case. Within two weeks of the meeting, the Superintendent shall inform the employee and the Association in writing of his decision.

After being counseled verbally or in writing, receiving a written reprimand, and being suspended for any length of time up to and including thirty days, the District may terminate the employment of the employee if the same or similar performance issues or inappropriate actions continue.

Progressive discipline may not be applicable regarding an employee's actions that are considered illegal or egregious or that place other employees, students or the public in jeopardy or harm.

Section 9.2 - Discharge:

If an action by an employee is considered illegal or so egregious that the act places other employees, students, or the public in jeopardy or harm, the District has the right to Discharge the employee without the use of progressive discipline as indicated in Section 9.1.

Section 9.3 - Protest of Discharge:

Notwithstanding the foregoing procedures for the processing of grievances, protests against the discharge of an employee shall automatically bypass the first two (2) steps

of the procedure and be lodged at Step 3 for consideration, commencing at the Superintendent's level, as provided. Step 3 meetings on discharge cases shall take place within five (5) workdays after receipt by the Superintendent of a protest against the discharge. The Union will be notified in writing of the discharge action and upon receipt of said notice the normal time limits will apply. (The above does not include probationary employees.)

Section 9.4 - Selection of Remedies:

An employee must make a selection of remedies prior to filing a grievance, i.e., either following the grievance procedure as outlined in this contract or following the procedures set forth in Section 75 of the Civil Service Law if eligible to be covered.

ARTICLE 10 – HOURS, OVERTIME, PREMIUM PAY, AND UPGRADING

Section 10.1 - Fair Days Work - Fair Days Pay:

The parties to this Agreement mutually subscribe to the principle of fair day's work for a fair day's pay.

Section 10.2 - Normal Work Week:

The normal work week shall be Monday through Friday. However, the workweek for the Custodian II at the High School or one-day shift Custodial Worker 1 at the High School may include Saturday as one of the regularly scheduled days. The Custodial Worker 1 will be upgraded to a Custodian II if no Custodian II is working the same shift on Saturdays.

Section 10.3 - Upgrading

Section 10.3.1 - Rotating List:

The opportunity to upgrade shall be rotated among those individuals who volunteer in the following manner. Individuals volunteering for duties above and beyond their job titles shall sign up for their building prior to June 1 of each year. New hires may sign up the first month they are hired. The list will be a rotating list in all units and based upon seniority. The district will go through the list until it gets someone to take the upgrade. After someone is assigned, the next person on the list will be asked for the next upgrade. Should there not be an individual available from the rotation list in either job title the District can assign someone not on the list.

Section 10.3.2 - Emergencies:

In the case of emergencies, the District will not be required to wait for a response when someone cannot be reached and can move to the next name until someone agrees to take the upgrade.

Section 10.3.3 - Overall Building Responsibility

When the overall responsibility for a building is required, the Custodian II on that shift or in their building will be asked first. In the event there is no Custodian II on that shift, the upgrade will go to the Custodian Worker I.

Section 10.3.4 - Upgrade Pay:

The upgrade pay shall be \$1.15 per hour for the following conditions:

- a. The Custodian I is absent and a Custodian II is upgraded.
- b. The Custodian II is absent and a Custodial Worker I is upgraded (except at Jamestown High School as there are no scheduled Custodian II's)

The upgrade pay shall be \$3.45 per hour for the following conditions:

- a. The Custodian I is absent and a Custodial Worker I is upgraded. This assignment shall be given to a Custodial Worker I assigned to the building by seniority and on a rotational basis.

For clarification, if the Custodian I is absent during the first shift, a second shift Custodian I will be called in. A Custodian II or Custodial Worker I will be upgraded to any vacant Custodian I position on the second shift and receive the upgrade pay as per the above. In situations where the Custodian I duties are split between buildings, the building location where the Custodian I was scheduled on the specific date of absence, will dictate the position eligible for the upgrade.

Section 10.3.5 - Custodial Staff Schedule:

The work day for custodians shall commence with the start of the first shift and may consist of up to three (3) shifts, within twenty-four (24) hours as the District deems necessary.

All employees shall remain on their regularly scheduled work shift throughout the work year, including winter and spring recesses and summer months unless the Director of Buildings & Grounds approves a change of hours and shifts, only during these time periods. If management changes the shift, no employee shall suffer a loss of pay.

Before management moves anyone, they will seek volunteers and will consider special needs (i.e. family care, medical needs, and other jobs, etc.)

Section 10.3.6 - 2-Day Schedule:

Until such time the Committee recommends a change in the workload, the existing two (2) day schedule of work will be retained. Each custodian shall maintain the designated area over a two-day period.

Section 10.3.7 - Cafeteria Staff Schedule:

Assignments will be made in accordance with requirements for utilization of individuals within classification. There will be an endeavor to assign hours on as regular a basis as is consistent with work needs and student participation in the services of the Cafeterias. The parties agree that the nature of the Cafeteria function in school buildings requires a degree of flexibility in work schedules. The Union agrees that deviations to accommodate work objectives may be made by the Employer. Food Service staff may be required to report for work on a day prior to serving when schools are closed in observance of holidays or vacations. Should this be required and this day is on a Saturday, pay will be at the regular rate. If work is over forty hours, the rate will be at time and one half.

Section 10.3.8 - Transportation Staff Schedule:

Assignments will be made on a regular basis as is consistent with work and student needs. Such needs may require a degree of flexibility in work schedules.

Section 10.4 – Length of Work Shift

Section 10.4.1 – Custodial, Transportation & Security:

A work shift shall consist of not more than eight (8) straight-time hours which shall be broken by an unpaid lunch period.

Section 10.4.2 – Cafeteria:

Due to the nature of their work, the cafeteria workers' shift shall consist of not more than eight (8) straight-time hours during which there may be a one-half hour paid lunch period. Effective July 1, 1992, new hires will not be eligible for this one-half hour paid lunch period benefit.

Section 10.5 - Overtime

Section 10.5.1 - Definition:

All work performed in excess of forty (40) hours per week, shall be paid at time one and one half (1.5 the employee's regular rate of pay.

Section 10.5.2 -Time Worked:

It is understood that all time in which the employee receives compensation will be considered time worked in considering overtime premium.

Section 10.5.3 - Sunday Work:

Custodial employees will be paid double time for all work performed on Sundays.

Section 10.5.4 - Holiday or vacation Call In:

Any employee called into work on a holiday or vacation day will be given the option of choosing overtime pay plus their holiday or vacation pay, or another day off in lieu of the holiday or vacation day's pay, plus overtime pay for the hours worked.

Section 10.5.5 - Minimum Hour Call in:

When an employee is called in for unscheduled work by the police, or by their supervisor(s), there will be a guarantee of a minimum of four (4) hours straight time pay.

Section 10.5.6 - Notification of Overtime:

Employees shall be notified of anticipated overtime between 24 and 48 hours in advance. This notification period does not apply to emergency overtime needed or late knowledge of circumstances.

Section 10.5.7 - Distribution of Overtime:

Overtime will be distributed as equally as possible within a school year among the eligible employees who are available at the installation where the work is required. Those interested in working overtime shall indicate on a sign-up sheet each September 30 and January 15 of each school year and lists will be developed at the secondary schools of eligible personnel. Individuals will be asked to work in accordance with their seniority and this list shall be on a continual rotating basis. This list shall be posted.

Section 10.5.8 - First Option for Overtime:

Overtime for non-school activities which is defrayed by the user shall be given to the Custodial Unit when they so elect. The first option for overtime for school connected use shall be given to the Custodial Unit unless the Superintendent of Buildings and Grounds or Designee requires the use of a Custodian 1.

Section 10.5.9 - JSSA Right to Overtime:

Approved overtime for work normally performed by those employees will first be offered to the custodial unit (JSSA) at the building needed. If employees assigned to that building are unavailable or refuse overtime, such will be offered to the Custodian I on location. The remaining custodial unit from other buildings will be canvassed if the Custodian I is unable to perform the overtime or more manpower is needed.

Section 10.5.10 - Seniority List:

Seniority lists will be established in each building for the purpose of upgrades and overtime.

Section 10.6 - Shift Differential

Section 10.6.1 - Second Shift:

Employees assigned to the second shift shall receive a shift differential.

Section 10.6.2 - Third Shift:

A shift differential will be paid to any person in the Custodial Unit and truck drivers working an eight (8) hour shift which begin at 11:00 a.m. or later. Those employees assigned to the third (3rd) shift shall receive a shift differential

Section 10.6.3 - Payment of Shift Differential:

Shift differentials will be paid on an hourly basis each pay period.

Section 10.7 - Part Time Custodians:

Part-time custodians may be employed and work assignments shall be within the hours established for the particular shift to which they are assigned. The District shall make every effort to assign part-time employees to permanent full-time status based on the shift, need, and work available.

ARTICLE 11 - PERFORMANCE APPRAISAL

Section 11.1 - Evaluations:

All permanent employees in the unit will be evaluated on their performance once a year. Supervisors making evaluations will review with the employee and provide a copy of all evaluation forms to the employee who will attach their signature to the forms. The employee's signature does not necessarily mean they agree with the evaluation, but confirms they have seen and received their copy of the evaluation. All employees have the right to forward any comments to the Director of Human Resources which will be attached to the evaluation form. Administration agrees that if there is a "problem employee," Administration will meet with the Association as well as the employee to discuss this problem. Should management determine an employee is not performing work of a satisfactory nature; a meeting will be scheduled by the District with the employee and an Association representative for the purpose of discussion.

Section 11.2 - Performance Review:

- a.) The specific problems will be given to the employee in writing if deemed necessary by the District.
- b.) The employee will be given recommendations and/or training on ways to improve.
- c.) A set period of time (i.e., 3 months, 6 months) shall be established with a specific number of written evaluations and/or meetings so that there is dialogue between the employee and management.
- d.) If it is determined that further improvement is necessary following the specified time frame, a meeting with the District, the employee and an Association representative will be held.
- e.) Employees failing to demonstrate improvement after a performance review period will be subject to a progressive discipline up to and including termination of employment.

Section 11.3 - Work Performance:

Management shall not discuss evaluations of employee's work with other employees or with the employee in the presence of other employees unless the employee has given their permission to do so. The employee has the right to request an Association representative to be present. This section does not preclude management from inquiry about work being done, work rules adherence, and work policies and procedures.

Section 11.4 -Removal of Employees:

Management has the right to remove any employee when the employee cannot perform the duties.

Section 11.5 - Personnel File

Section 11.5.1 - Review of Personnel File:

Each member has the right upon request during non-work time, to review his/her personnel file maintained in the Human Resources Office or individual building in connection with his/her employment. Each member shall have the right to be accompanied by a representative of his/her own selection during such review. The member shall have the right to reproduce information within his/her file. Except for review by the member and/or his/her representative as set forth above, only those persons with an official legal right and reason for so doing may inspect a member's file.

Section 11.5.2 - Obsolete Data:

At least every two (2) years, a member shall have the right to indicate those documents and/or other materials in his/her file which he believes to be obsolete or otherwise inappropriate for retention. Said documents will be reviewed by an appropriate member of the Human Resources Office and if he/she agrees, they will be destroyed. A disagreement over questions of obsolescence or inappropriateness will be subject to review by the superintendent or their designee.

Section 11.5.3 - Anonymous Materials:

No anonymous material shall be placed in the member's personnel file at any time nor shall any anonymous communications be given any weight for any purpose whatsoever.

Section 11.5.4 - Response to Derogatory Materials/Complaints:

No material derogatory or critical to a member's conduct, service, character or personality will be placed in his/her personnel file unless the member has had an opportunity to review such material. The member will acknowledge that he/she has had the opportunity to review the material by affixing his/her signature to the copy to be filed, with the express understanding that such signature in no way indicates agreement with

the contents thereof. The member will also have the right to submit a written answer to such material and his/her answer shall be attached to the file copy.

Section 11.6 - Inspection Forms:

Inspection forms will be utilized by Headmen to draw attention to areas that need cleaning. The inspection forms will be shared with each custodian and will indicate the time frame in which the work is to be done and that time frame shall be reasonable. Inspection forms shall not be evaluative in nature.

ARTICLE 12 – HOLIDAYS

Section 12.1 - Custodian and Bus Drivers:

Employees who are actively employed shall be granted with pay the following holidays. An employee must work the regular scheduled working day before and the day after the holiday to receive said holiday pay. An employee shall not lose holiday pay because of personal illness on the day before or after a holiday, provided the employee submits a required physician's statement as a condition of receiving sick pay and holiday pay.

Independence Day
Labor Day
Columbus Day
Veterans' Day
Thanksgiving Day
Day after Thanksgiving
Day Before or Day After Christmas (Depending upon school calendar)
Christmas Day
Day Before or Day After New Year's (Depending upon school calendar)
New Year's Day
Martin Luther King Day
President's Day
Good Friday
Memorial Day

Should there be a need due to school closings for a make-up day and employees are required to report on Presidents Day contract provisions in Section 10.5.4, will not apply; i.e., employees performing work on that day shall be paid their regular rate of pay. Bus Drivers (transportation unit) shall receive all holidays listed if they are regularly employed during the period of the holiday, (i.e., July and August holidays would be paid if they are employed during those months.)

Section 12.2 - Cafeteria and Security:

All cafeteria and Security employees will receive a total of nine (9) paid holidays:

Labor Day
Columbus Day
Veteran's Day
Thanksgiving
Christmas
New Year's Day
Martin Luther King Day
President's Day
Good Friday
Memorial Day

Should there be a need due to school closings for a make-up day and employees are required to report on Presidents Day contract provisions in Section 10.5.4, will not apply; i.e., employees performing work on that day shall be paid their regular rate of pay.

Section 12.3 - Weekend Exceptions:

Should any of the above listed holidays fall on a Saturday, the preceding Friday will be celebrated as a paid holiday. Should it fall on Sunday, the succeeding Monday will be celebrated as a paid holiday.

Section 12.4 - Loss of Holiday Pay:

An employee is not entitled to holiday pay if a leave of absence without pay is taken the day before or the day after the holiday. If written application for a leave without pay is made at least forty-eight (48) hours before the holiday and the application is approved by the employer, the employee will be eligible for holiday pay.

ARTICLE 13 – VACATIONS

Section 13.1 - Eligibility:

Vacations will be granted to regular twelve (12) month employees (including the Cafeteria Truck Driver) who are scheduled to work a minimum of thirty (30) hours per week. Bus Drivers are considered ten-month employees.

Vacation benefits will be credited each July 1 to be used during the year July 1 through June 30.

New hires will be credited with one-half (1/2) day for each month they work beginning with the first full month of employment until their first July 1. This one-half day per

month allotment shall not exceed six days. On July 1 they will be credited with (6) days according to the schedule 13.3.

Section 13.2 - Vacation Request:

Vacation requests must be approved by the individual's immediate supervisor in consultation with the Custodial Manager as well as the Building Principal. Vacation requests must be received by the immediate supervisor at least seven (7) days before the time requested unless needed for emergency purposes. Notification of approval or denial of vacation time will come from the immediate supervisor within five (5) days of request or within a timely manner for emergency situations.

Section 13.3 - Vacation Schedule:

Effective on the first July 1st of employment, vacation eligibility will be based upon the employee's length of service as of July 1 in accordance with the conditions herein:

Beginning with the 1 st through 2 nd years	6 working days on July 1
Beginning with the 3 rd through 4 th years	9 working days on July 1
Beginning with the 5 th through 9 th years	13 working days on July 1
Beginning with the 10 th through 14 th years	17 working days on July 1
Beginning with the 15 th through 19 th years	21 working days on July 1
Beginning with the 20 th year and above	23 working days on July 1

Should the employee leave the employ of the District prior to June 30 of any give contract year, vacation days taken but not earned shall be repaid to the District by way of automatic deduction from the final amount owed to the employee in the last paycheck to be issued.

Section 13.4 - Minimum Shift July & August:

During July and August, a minimum of three (3) people is necessary to keep a shift assignment at Jamestown High School.

Section 13.5 - Vacation Scheduling:

Management can determine the number of unit members per shift or building that can be granted vacation at the same time. The granting of vacation shall be on a seniority basis. Special circumstances (wedding, special preplanned trip, etc.) can supersede seniority with as much advance notice as possible provided to the employer.

ARTICLE 14 – COMPENSATION

Section 14.1 - Pay Schedules:

The wages received by employees covered by this Agreement shall be as set forth in Schedule A, Custodial; Schedule B, Cafeteria; and Schedule C, Transportation, Schedule D, Security which are attached to and incorporated into this Agreement. (See Section 10.6 for shift differential rates.)

Section 14.2 - Pay Week:

The workweek for pay purposes will be consistent with other payrolls.

Section 14.3 - Schedules:

All newly negotiated pay changes will be effective as of July 1 of each school year.

Section 14.4 - Longevity:

Longevity shall be paid on an hourly basis each pay period. Longevity shall be paid pursuant to the schedule as follows:

LONGEVITY SCHEDULE				
Years of Employment	2005-2007	2007-2008	2008-2009	2009-2010
After 5 Years	\$0.20/hour	\$0.25/hour	\$0.30/hour	\$0.35/hour
After 10 Years	\$0.45/hour	\$0.50/hour	\$0.55/hour	\$0.55/hour
After 15 Years	\$0.70/hour	\$0.75/hour	\$0.80/hour	\$0.80/hour
After 20 Years	\$0.95/hour	\$1.00/hour	\$1.05/hour	\$1.05/hour
After 25 Years	\$1.05/hour	\$1.10/hour	\$1.15/hour	\$1.15/hour

Section 14.5 - Bus Drivers Training Sessions Compensation:

Bus drivers will be paid their regular rate for all training sessions based on number of hours the classes run.

Section 14.6 - Job Classification:

Whenever an employee is moved to a different job classification within the unit, the individual shall be placed on the same step they were on in the previous position.

Section 14.7 - Cafeteria Differential:

The District will pay \$0.55 per hour shift differential for cafeteria workers on days when absent employees are not replaced with substitutes. One employee will be selected from the rotating list for each employee not replaced.

Section 14.8 - Perfect Attendance:

Employees shall receive \$125 per quarter if perfect attendance is achieved as defined below. At the end of the school year, the district will review each employee's attendance for the school year and if an employee achieved perfect attendance for two quarters out of the four quarters, the employee will receive an additional \$100. (For example, a person who has perfect attendance for two quarters in the school year shall receive a total of \$350 in perfect attendance money for the year.)

An employee who achieved perfect attendance for three out of the four quarters will receive an additional \$150. (For example, a person who has perfect attendance for three quarters in the school year shall receive a total of \$525 in perfect attendance money for the year.)

An employee who achieved perfect attendance for four out of the four quarters will receive an additional \$200. (For example a person who has perfect attendance for all four quarters would receive a total of \$700 in perfect attendance money.) This additional end of the year amount will be paid out in the employee's paycheck sometime between July 1 and September 30.

Perfect Attendance is defined as:

- 1) No use of sick time for personal or family illness, workers' compensation or bereavement other than bereavement for immediate family as defined in 20.3.2 (a).
- 2) No deduct days for any absences, including in-service days which are due to the employee having used up all personal, sick, and vacation days.
- 3) Failure to work the entirety of scheduled shift unless given permission from the supervisor to leave early due to lack of work.

Section 14.9 - Uniforms—Cafeteria:

The District shall provide a clothing allowance of \$150 per year for shoes and clothing required at work. The Association will establish a committee to make decisions on recommended clothing.

ARTICLE 15 – INSURANCE

Section 15.1 - Health Insurance:

The Board of Education will provide hospitalization and surgical benefits along with major medical insurance with a deductible of \$100/\$200 through the Chautauqua County School District's Medical Health Plan dated 2001 will include:

- a. Traditional (Indemnity)
- b. Preferred Provider Organization (PPO)
- c. Point of Service (POS)

The Traditional (Indemnity) plan will cease to be an option for unit members effective January 1, 2007. As of January 1, 2007, any one who is a current union member will have a choice of the Point of Service (POS) or the Preferred Provider Organization (PPO).

All new hires from the date of ratification of this agreement shall be required to enroll in the Point of Service (POS) plan if they opt for insurance. Following their first year of employment they may opt for any plan offered during each open enrollment period.

Section 15.2 - Alternative Insurances:

The District will offer alternative health insurance to the Chautauqua County Schools Medical Health Plan that makes financial sense to the District and the employee. Any changes will be discussed with the Association.

Section 15.3 - Eligibility:

To be eligible for health insurance, the employee should be scheduled six (6) hours or more per day. Employees scheduled less than six (6) hours per day are not eligible for insurance except those enrolled in the district's health insurance as of July 1, 2002.

An eligible employee's health insurance waiting period for insurance depends on the time of the month of the initial hire date. An employee hired from the first through the fifteenth of the month would have an effective date of the first day of the following month. An employee hired between the sixteenth of the month and the end of the month would have an effective date on the first day of the second month after employment. For example, an employee who is hired between October 1 and October

15 would have his insurance effective as of November 1. An employee who is hired between October 16 and October 31 would have his insurance effective December 1.

Section 15.4 - Contribution Rates:

The Employer and Employee health insurance contribution rates for the Point of Service Plan are as follows:

POINT OF SERVICE PREMIUM SCHEDULE			
2006-2010			
Plan Type		District	Employee
Single		92.5%	7.5%
Two-Person		88%	12%
Family		85%	15%

The Employer and Employee health insurance contribution rates for the Preferred Provider Organization Plan are as follows:

PREFERRED PROVIDER ORGANIZATION PREMIUM SCHEDULE							
Plan Type		2006-2007				2007-2010	
		District		Employee		District	Employee
Single		90%		10%		90%	10%
Two-Person		80%		20%		84%	16%
Family		75%		25%		80%	20%

Section 15.5 – Plan Coverage:

Insurance coverage can be diminished based upon insurance plan requirements.

Section 15.6 – Health Insurance Committee:

The District and the Association will participate in the District-wide Health Insurance Committee tasked with exploring insurance options and plans. Should a new plan be chosen no loss of benefits shall occur unless approved by the Association.

Section 15.7 - Health Insurance Buy-Out:

All employees who presently have health insurance through Jamestown Public School as of June 30, 2002 or all new eligible employees (hired after July 1, 2002) who opt not to participate in the District's health insurance plan shall receive a stipend in lieu of their benefits. Individuals must meet the following criteria shall receive a stipend in lieu of their benefits. Individuals must meet the following criteria.

Section 15.7.1 - Out of the Group:

The members must leave Jamestown Public Schools insured group plans. They cannot pick up coverage with a spouse employed by this district and be eligible for this annual stipend.

Section 15.7.2 - Proof of Coverage:

The member must prove that they have health insurance coverage either through another spouse or certificate of paid premiums or active enrollment card. They must be willing to do so every year as a condition for receiving payment.

Section 15.7.3 - Stipend Payment Amount:

The member will receive a one thousand dollar (\$1,000) a year stipend for opting out of family coverage and a five hundred dollar (\$500) a year stipend for opting out of a single coverage every year that they are off the insurance. The stipend is not part of base salary and therefore not subject to percentage pay increases.

Section 15.7.4 - Change of Status:

If the employee needs to return to the insured group, they will be allowed to do so by the standard change of rules of the Chautauqua County Medical Plan. Re-enrollment would be done in accordance with rules and procedures of enrollment of the plan selected.

Section 15.7.5 - Payment of Stipend:

The stipend will be paid to those employees via an application process that is due by May 1 of each school year and District payment expected in June of each year.

Section 15.7.6 - Proration of Benefit:

There will be no proration of benefits.

Section 15.8 - Life Insurance

Section 15.8.1 - Amounts and Eligibility:

Employees are eligible for a \$20,000 term life insurance benefit effective the first day of the first month following the date of hire. Minimum eligibility for life insurance shall be employment on a regular basis for four (4) or more hours per day or twenty (20) or more hours per week.

Section 15.8.2 – Supplemental Life Insurance:

All employees who are eligible for term life insurance are also eligible to enroll in the District's supplemental life insurance program at their own expense. Employees who

are interested in supplemental life insurance should contact the Human Resources Department.

Section 15.9 – Disability Insurance:

Disability Insurance shall be available to the employee based upon eligibility of the unit. Employees have the option to participate at their cost.

ARTICLE 16 - Flex Plan (Section 125 Plan):

Section 16.1 – Eligibility:

Employees are eligible to participate in the District's Flex Plan beginning with the first day of the first full month after the initial thirty calendar day waiting period following the date of hire. To be eligible for this benefit the employee must work six (6) hours per day

Section 16.2 – Plan Year:

The plan year shall be from September 1 through August 31 of each year.

Section 16.3 – District Contribution:

The amount of District contribution shall be \$400.00. A prorated amount shall be contributed by the District for those working less than ten (10) months per year. The District shall assume the Administrative fee of the flex year.

ARTICLE 17 – RETIREMENT

Section 17.1 – Retirement Plan:

The Board of Education will pay the full amount of the retirement contribution for the "75i" Plan and the "41j" Plan for all employees hired prior to July 1, 1976.

Section 17.2 Terminal Leave:

Employees who, on July 1, 1992, were either on the District's active payroll or who were on a leave of absence or layoff, and who meet the eligibility requirements of receiving terminal leave, will receive upon their retirement, an award equal to 40% of their unused accumulated sick days, including personal days, accumulated monthly beginning the school year 1961 through July 1, 1993 and one (1) full day for those days earned prior to that date. All terminal leave credit shall be frozen for all employees beginning July 1, 1993.

Section 17.3 – Days and Options:

The maximum number of days for this award shall not exceed ninety (90) days for ten (10) month employees and 108 days for twelve (12) month employees. Payment of the

Retirement Award shall be made (at the option of the employee) in the following manner:

- a. In one (1) lump sum
- b. To purchase Health Insurance
- c. Extended time. If time is extended, the pay remains fixed at the rate last worked. If the employee elects extended time, these days shall be used to extend the employee's date of retirement beyond the date that the employee actually physically leaves the employ of the school district. These days shall not be used for additional service credit with the New York Employees' Retirement System under 41 j Plan, but the remaining number, up to the maximum of 165 allowable under the 41j Plan, will be used as additional service credit.

Section 17.4 - Retirement Notification:

Each retiree is asked to confirm in writing to the Human Resources Office the specific date of retirement by February 1 of the year of retirement. This decision is binding in the absence of extenuating circumstances (i.e., change of status) in order to determine the correct compensation depending upon their employment status and rate of pay. Payment of terminal leave is subject to meeting this notification time unless deemed by Administration that special circumstances prohibited the employee from serving proper notification. Payment will be made no later than the end of September following retirement.

Section 17.5 - Continued Health Insurance:

The employee will be continued under the current health insurance plan and contribute at the rate of contribution for active employees for the period equaling the employee's terminal days (40%). At the expiration of terminal days, the employee has the option of carrying the health insurance coverage at the retirement rate established by the District.

ARTICLE 18 - NON-COMPENSABLE LEAVE

Section 18.1 - Leave Provisions:

Leaves without pay will be granted in accordance with the specified provisions for each type of such leave as hereinafter provided, for Military Service, Physical Incapacity, Child-Rearing and for the purpose of Association Representation. Leaves for other purposes for special reasons may be granted but shall be subject to the consent and approval of the Employer. It is expected that all ten (10) month employees shall schedule vacations during recess and vacation periods and consent will be given only in cases of emergency or special need as determined by Administration.

Section 18.2 - Military Leaves:

Employees who are inducted into the armed services will be granted leaves in conformance with conditions established by Federal and State Laws.

Section 18.3 - Physical Incapacity

Section 18.3.1 - Notification:

Employees are responsible to inform or cause the School Administration to be informed of the health-connected reason for any anticipated absence, or absence as promptly as possible. The Employer may require a doctor's certificate in event of absence exceeding three (3) consecutive days.

Section 18.3.2 - Request for Extension:

An employee may, at any time prior to the expiration of the paid sick leave, request in writing extended non-compensable leave of absence terminating at a specified date. This request must be accompanied by the attending physician's report.

Section 18.3.3 - Renewal Application:

Should extension of the above leave be required, a renewal application, along with the physician's certification, must be submitted and reevaluated.

Section 18.3.4 - Board Approval Required:

All non-compensable leaves of absence must be taken to the Board of Education for approval at one of its regular meetings.

Section 18.3.5 - Doctor's Release:

When an employee recovers and is released by the attending physician so as to return to work, then said employee shall have to notify the Human Resources Office of their intention to return. Such application must be supported by a report from the attending physician certifying that the employee is fully recovered and capable of performing the function and duties of their position. This notice shall be given as much in advance of the employee's intended return as is practicable.

Section 18.3.6 - Return to Work:

Upon the effective date of physician's release, the employee shall be placed for immediate assignment to the first available position for which they are qualified and which is commensurate with that which would be held had the leave not intervened; if necessary to provide the opening, the employee with the least seniority holding such a position may be bumped.

Section 18.3.7 - Failure to Follow Guidelines:

Employees who do not report recovery when released by the attending physician for return for duty, or who refuse to accept an available opening offered which is commensurate with the position held before the leave, or who fail to request extension for leave and do not report for duty upon such expiration shall be terminated and their seniority shall be broken.

Section 18.4 - Child-Rearing Leave:

Upon application, an unpaid child-rearing leave maybe taken to care for a newborn or newly adopted infant. Such leave shall be granted to take effect either on the end of the mother's disability following birth or at birth in the case of leave by the father (as the case may be) or on the placement of the infant in the adopting employee's home. The employee may confer with the Director of Human Resources who will advise the employee of their rights and options for an unpaid leave or the use of the employee's accumulated sick leave. Should another birth or adoption occur during a child-rearing leave, the employee may be granted another child-rearing leave upon request. Time spent on child-rearing leave does not count as probationary service or as service creditable for seniority, salary credit, leave credit or any other benefit. When an employee returns from a child-rearing leave, all probationary service, seniority, salary credit, leave credit and service for other purposes accumulated by the employee as of the last day of work or paid leave preceding commencement of the leave may be restored to the employee. The employee on child-rearing leave shall have the option to participate in any insurance policy, currently in force, at their own expense.

Section 18.5 - Failure to Review Leave or Return to Work:

Seniority will be broken if a certified request for leave renewal is not made as herein provided and the affected employee fails to report for duty at the expiration of the approved leave and, also if the employee, granted the leave, resigns or is severed from the representation position and does not promptly apply for reinstatement.

Section 18.6 - Consent Leaves:

All leaves other than those provided for in Section 2 shall be for a definite period with a specific termination date. Employees being granted such leave shall be required to report for duty upon the termination thereof. Consent leaves are subject to current rules and regulations of the Board of Education.

ARTICLE 19 - PAID FOR LEAVE TIME

Section 19.1- Sick Leave Annual Accumulation:

Employees shall be entitled to a sick leave accumulation at the rate of one (1) day per month of active employment. The "day" as used herein as the basis for accumulation, shall be the schedule of daily hours to which each employee is assigned. This sick leave, to the full amount of its annual accumulation per employee shall be twelve (12)

days for twelve (12) month employees. At the beginning of each year each Custodial employee will be credited with twelve (12) additional days of sick leave credit. Benefits for Cafeteria employees under this section of the Agreement will be based upon "days" prorated for hours previously worked. First year accumulation at the rate of one (1) day per month will be limited to ten (10) days. For cafeteria employees who work during the summer months (July and August) two (2) days will be added to their accumulated amount on July 1, and such employees will be able to use sick leave during their July and August employment if needed. Bus Drivers who work during the summer shall also earn and be able to use sick leave during July and August if needed.

Section 19.2 - Total Accumulation:

Unused sick leave, left over at the end of the school year shall be accumulated to each employee's credit to a maximum total credit of 165 days. Each unit member shall be notified once annually of their accumulated sick leave.

Section 19.3 - Paid for Leave Schedule:

Sick leave may be used, in accordance with the schedule specified herein, for personal or family illness, bereavement and personal emergencies.

Section 19.3.1 - Personal Illness:

Bona fide physical incapacity to report for and discharge duties, to the extent of unused days credited.

Section 19.3.2 - Family Illness, Family Bereavement. Court Order or Subpoena:

Employees may, upon written request on form provided, use sick leave credit at no loss of pay for the following purposes: a.) Family Illness: Bona fide pressing need due to days for each emergency. (Family is defined as wife, husband, mother, father, son, daughter, brother, sister, in-laws, grandchildren, grandparents or person(s) who reside with you b.) Family Bereavement: Leave, up to a maximum of five (5) work days, will be provided for those as defined above. Also five (5) days will be provided for persons other than immediate family. c.) Compliance with Court Order or subpoena for purposes other than personal.

Section 19.4 - Verification of Use:

Three or more consecutive sick days must be substantiated with a doctor's excuse, court papers, or death notice. Sick time may not be used the day before or the day after vacation time unless substantiated by a doctor's excuse, court papers, or death notice.

Section 19.5 - Sick Leave Bank:

Two (2) banks shall exist within this unit and shall be comprised as follows: 1) Custodial, Transportation and Security employees 2) Cafeteria employees. Each respective bank shall contain no more than a maximum of 150 days.

Section 19.5.1 - Eligibility to Join Bank:

During the first week of employment all unit members shall be eligible to voluntarily join the sick leave bank. This is a one-time election. Should the unit member decide not to join, they shall not be eligible at a future date. Should a unit member join the sick leave bank and later decide to withdraw, they shall not be eligible to rejoin. The Human Resources Office shall inform all new employees immediately upon hire of the sick leave bank. They shall have three weeks from that date to make their decision. If the Human Resources Department has not heard back from the employee by the end of the three-week period, the employee will not be allowed to join the bank.

Section 19.5.2 - Enrollment:

On August 1 of each year of the contract, all employees who voluntarily elect to join the sick bank shall have deducted from their accumulated sick leave the number of sick leave days initially designated by them and contributed to the bank covering their title. Annual contributions will only be required if the bank total has fallen below the 150 day level and additional days are needed to cover withdrawals. Once an employee elects to join the bank and hereby makes an initial contribution, such employee shall automatically continue as a member of their respective bank until the employee signifies in writing to the Director of Human Resources his or her desire to permanently cease membership in the Bank.

Section 19.5.3 - Contribution and Eligible Days:

An employee elects to contribute one (1) sick day to the bank, that employee shall be eligible for up to twenty (20) sick days from the bank per illness. An employee electing to contribute two (2) sick days to the bank shall be eligible for up to forty (40) sick days from the bank per illness.

Section 19.5.4 - New Hires:

A new employee hired on or after July 1, 1998 must contribute either one (1) or two (2) days to the bank for a minimum of three (3) years. Days contributed by a new hire may cause the bank to exceed the 150-day limit.

Section 19.5.5 - Days Deposited:

It is understood and agreed that sick leave days deposited into the bank become the sole and exclusive property of the bank. No employee may claim entitlement to such days at time of retirement, termination, etc. If an employee's employment is severed for reasons other than retirement, the employee's unused sick leave days shall be donated to the respective bank representing the employee's position, but in no event will the donation cause the bank to exceed 150 days. No days shall be taken from veteran employees belonging to the sick bank until the bank falls below 75 days. As soon as possible after August 1 but no later than November 1 of each year, an updated list of active sick bank members and the total number of days in the bank shall be sent to each member of the committee.

Section 19.5.6 - Employee Requests:

Employees requesting the use of the bank must be on an extended leave due to personal illness and must use all of their own sick leave, personal days and vacation time before drawing from the bank. Application to use days from the bank may be made on the appropriate application form, along with the doctor's statement and forwarded to the Human Resources Department.

Section 19.5.7 - Waiting Period:

A waiting period of five (5) working days must pass following the use of all the employee's earned days and the beginning of the sick leave bank. Before the start of the sick leave bank, an attending physician must certify that the individual is unable to perform regular duties.

Section 19.5.8 - No Carry Over:

The use of the sick bank may not be carried over from one school year to another by ten-month employees.

Section 19.5.9 - Sick Bank Committee:

Within five (5) working days of the receipt of the application, the Bank Committee, composed of one (1) member of the Custodial Unit, one (1) member of the Cafeteria Unit, and the Director of Human Resources (or designee), shall act upon each application. A meeting of the Committee shall take place should there be a question regarding an approval. The decision of the Committee shall be final and binding.

Section 19.5.10 - Request for Membership List:

The sick bank membership list shall be available upon request from the Association.

Section 19.6 - Personal Days:

Three (3) personal days, not to be charged to sick leave, will be granted each year subject to the following restrictions:

Section 19.6.1 - Restrictions Before Holiday/Recess Period:

A. Personal days may NOT be used immediately prior or following a holiday or recess period unless waived by the Superintendent. B. Personal days may be used in conjunction with vacation days if they fall on a Tuesday, Wednesday, or Thursday only.

Section 19.6.2 - Application:

Application must be filed on the form provided, with the immediate supervisor as early as possible and not later than noon of the day previous to the desired personal day.

Section 19.6.3 - Emergency Use:

When, because of an extreme emergency, it becomes impossible to make the advance notice, the employee will report by telephone (as in the case of other absences) to the immediate supervisor. The employee must make the request in writing, using the form provided, prior to the end of the pay period. Failure to make this written request will result in a deduction from pay for that day.

Section 19.6.4 - Unused Personal Days:

Unused personal days at the end of each year will be credited to each employee's accumulated sick leave.

Section 19.7 - Jury Duty:

Employees who serve on jury duty will not suffer loss of regular pay for that time, but will return to the Business Office the pay received for jury duty – exclusive of the travel allowance. An employee will not suffer loss of sick leave for days served on jury duty.

Section 19.8 - Temporary or Emergency Military:

All employees who are called into temporary or emergency active duty with any unit of the United States Military Reserves or the National Guard shall be granted a leave of absence in accordance with applicable State Law. The employee must submit an order or statement from the appropriate military commander, accompanied by a written request for the leave, to the Human Resources Office.

Section 19.9 - Emergency Closing

Section 19.9.1 – Transportation, Cafeteria, & Security

In the event that school is closed because of snow or other emergencies, transportation, cafeteria, and security are not required to report to work unless notified by their supervisor. Additionally, if an employee is sent home prior to the end of a shift by his immediate supervisor, there is no financial penalty against the employee.

Each employee will be compensated for a full workday without charges to any leave days.

Section 19.9.2 - Custodial

The custodial staff is expected to report to work during an emergency closing. The District will announce by way of the current procedure (via radio or television announcement) any second or third shift closings. If the shift is canceled, there will be no loss of pay or leave time.

Those not reporting to work may upon written request, utilize their personal days, vacation days, or accumulated sick leave for that day. This time will not impact perfect attendance.

Section 19.10 - Reporting of Unscheduled Absences:

Except for reasons beyond the control of the employee, all unscheduled absences (sick days, emergency, personal days, etc.) shall be reported to the appropriate supervisor at least four (4) hours before the assigned work shift. This notice must be given daily until an expected date of return can be provided to the District. All third shift employees must call in to both the warehouse and the school.

Section 19.11 - In-service Training:

The District can schedule in-service training for employees in the unit. When they attend they will be compensated for a regular day or beyond if required to be there longer. If no training is scheduled on an in-service and employees are not required to report to work they shall be compensated when they use a benefit day (personal, vacation, sick) in the order specified in parenthesis. The use of such a benefit day because no in-service training is available will not impact on the employee's perfect attendance.

Section 19.12 - Incidents of Sick Leave:

An employee that has ten (10) incidents of sick leave use may be terminated by the District with the following understandings.

Section 19.12.1 - Definition of Incident:

An incident as referred to in Section 19.12 will be defined as follows:

- a) Each full day of sick leave absence or more than one consecutive days of absence (For example, three consecutive days counts as one incident.)
- b) Half sick leave days will count as a half incident beginning with the fourth (4th) half day each year that are sick or deduct days.

Only sick days for sick purposes or deduct days will be counted (For example bereavement, emergency days, etc. do not count.)

Section 19.12.2 - Special Condition:

The District will take into consideration that an employee or immediate family member may have a special condition(s) that might qualify for a waiver from the Superintendent. In these cases a doctor's note will be required to qualify for the waiver. The District reserves its right to investigate in this situation.

Section 19.12.3 - Association Notification:

Upon request, the Association will be given periodic updates of its members that are nearing the ten (10) incidents so that the Association can inform the member of potential problems.

ARTICLE 20 MISCELLANEOUS

Section 20.1 - Definition of Emergency:

It is understood that an emergency may include but is not limited to fire, flood, storm, act of government, or when the cause is beyond the control of the District such as illness or death of an employee.

Section 20.2 - Seasonal Employees:

As soon as it is determined that seasonal employees are needed, job postings will be made for first opportunity for the position as follows:

- a. From within the JSSA Unit.
- b. Employees selected from within the Unit shall receive the wage rate stated for the position, inclusive of earning one sick day per month of service.
- c. Unit members employed as seasonal employees may perform work within the scope of the regular J.S.S.A. workforce.
- d. Seasonal employees hired from outside the Unit will not perform work exclusively done by the regular unit during days with inclement weather.
- e. Seasonal employees from outside the bargaining unit shall be excluded under the recognition clause.
- f. Unit members who have performed seasonal work, will have first preference to the seasonal work if available next year.

Section 20.3 - Voluntary Transfers:

When voluntary job changes occur, the jobs will not be posted. The individuals voluntarily switching will move if management approves the move.

Section 20.4 - Covering Classes:

Members of the unit will not be asked to cover classes (e.g. security guards)

Section 20.5 - Use of Personal Vehicles:

When employees are required to drive their cars while working they shall be compensated at the District mileage rate

Section 20.6 - Use of Security Cameras:

Security cameras will not be used by the District to evaluate employees nor exact discipline unless an illegal act is committed.

No employee will move or take any measures to obstruct the camera's operation.

Article 21 Bus Drivers

Section 21 - Bus Driver Alternate Education:

Bus Driver for Alternative Education Program Night run shall be paid two hours or their time plus one hour, whichever is greater.

Section 21.1 - Exclusivity:

The Jamestown Support Staff Association represents all regular bus drivers transporting students for Jamestown Public Schools and is entitled to drive all students except those trips that are funded from outside sources (i.e. booster clubs section VI etc.)

Section 21.2 - Regular Runs:

Regular bus runs will be those scheduled on a daily basis. All regular runs will be posted prior to school starting in September and awarded on a seniority basis.

Once the regular work has been bid, any new work will also be bid based upon seniority, as long as the rotation schedule does not create an overtime condition. If this condition occurs, the employee is passed over for the first run through. If no other employee bids, then the employee would be allowed to accept the run.

Section 21.3 - Guaranteed Hours:

All regular bus drivers shall be guaranteed a minimum of 30 hours per week. All hours will be scheduled for a balance of all drivers and this time may include extra trip runs to achieve this balance. This guarantee will only be in effect September 1 - June 30 of each year as long as there are four or five workdays in the week. If there are three or

less days in the week, bus drivers will be compensated for the hours actually worked, but not less than six per day. Paid for leave time counts as workdays per contract. The two-hour minimum for AM and PM runs will continue. Work weeks with three or less work days where bus drivers are paid based on hours actually worked will not adversely affect non-payroll benefits in the contract. July and August hours may be less than 30-hour minimum. All days will be prorated at 6 hours per day for computing deduct time and benefit time, unless the driver is scheduled more than six hours, in which case it will be capped at eight hours.

Section 21.4 - Extra Runs:

All bus runs over 30 hours will be considered extra work. All extra runs will be awarded to the most senior drivers from a rotating seniority list. All drivers volunteering for extra work will be included on this rotating seniority list.

Section 21.5 - Notice Extra Runs:

When possible, drivers will be given a two-day notice for all extra runs, with the exception of runs called in late or rescheduled due to weather conditions. The runs will be done on a rotation basis. The most senior driver will be asked first, followed by the next senior driver and so on until all runs are covered. If a driver refuses two trips in a row they will be skipped the following time. Drivers wanting charters must sign up the first week of school. When all drivers are assigned extra runs management can assign other regular drivers to do remaining extra runs.

Section 21.6 - Emergency Work:

When unanticipated or emergency extra work occurs every effort will be made to follow seniority list, but management has some flexibility so the runs can go out on time.

Section 21.7 - Overnight Bus Runs:

Bus drivers will keep a time sheet beginning with the start of the trip and ending with the return to the bus garage. They will be paid for all hours except the time in the evening at the hotel.

Drivers will not be responsible for equipment during the off hours once the driver has secured the bus.

Section 21.8 - Reimbursement Bus Drivers:

The District agrees to reimburse bus drivers for meal expenses while away on school business. The bus driver shall be entitled to reimbursement up to the maximum limits set forth below provided a valid receipt accompanies the voucher request for reimbursement.

ARTICLE 24 - EFFECT OF AGREEMENT

Section 24.1 - Mutual Consent of the Parties:

This document is the complete understanding and commitment between the parties hereto which may be altered, changed, added to, deleted from or modified only through the voluntary, mutual consent of the parties in an amendment hereto.

Section 24.2 - Full Force and Effect:

If any provision of this Agreement or application of the Agreement shall be found contrary to law, then such provision or application shall not be deemed valid except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

Section 24.3 – Contrary or Inconsistent Terms:

This Agreement shall supersede any rules, regulations, policies, or practices of the Board which shall be contrary to or inconsistent with its terms.

ARTICLE 25 – WAGES

Section 25.1 - Starting Wage:

The District and the Association agree to do away with the existing salary schedules and establish a starting rate for employees hired after the ratification date of this Agreement. These starting hourly rates are as follows:

NEW HIRE RATES

Contract Year	2006-2007	2007-2008	2008-2009	2009-2010
Job Title				
Custodial Worker I	\$8.62	\$9.17	\$9.67	\$10.22
Custodian II	\$9.40	\$9.95	\$10.45	\$11.00
Food Service Worker	\$7.76	\$8.31	\$8.81	\$9.36
Cook/Baker	\$8.35	\$8.90	\$9.40	\$9.95
Senior Cook/Baker	\$8.56	\$9.11	\$9.61	\$10.16
Truck & Bus Driver	\$9.95	\$10.50	\$11.00	\$11.55
Security Assistant	\$10.40	\$10.95	\$11.45	\$12.00

Breakfast: \$9.00
Lunch: \$11.00
Dinner: \$20.00

When a bus driver is assigned or accepts a bus trip out of the District which will require the bus driver to incur expenses related to the operation of the bus (i.e., fuel, tolls), the District shall provide the driver with a cash advance to cover such expenses. Upon return, the driver shall return the unused portion of cash along with valid receipts for incurred expenses. Should the driver incur expenses beyond the amount of the cash advance, the driver shall be reimbursed upon submission of a valid receipt.

Section 21.9 - Lunch and Dinner:

Bus drivers taking charters shall be paid through lunch and dinner times.

Section 21.10 - CDL Licensure:

The District shall reimburse Bus Drivers for their CDL renewal fee after completion of three (3) years of service at the rate of fifty percent (50%) of the cost.

ARTICLE 22 - STRIKES AND WALKOUTS

No strikes of any kind shall be caused or sanctioned by The Association, and no lockouts of employees shall be instituted by the Employer during the term of this Agreement. For the duration of the Agreement, the Association will not engage in, authorize, or encourage any concerted interruption of education or subsidiary related activities due to a cessation, withdrawal or withholding of services either in whole or in part by members of the bargaining unit for any reason and no officer or representative of the Association or member of the bargaining unit shall be empowered to provoke, instigate, cause, participate in assist, encourage or prolong any such prohibited activities, nor shall the Employer authorize or encourage the same nor lock out the employees.

ARTICLE 23 - MANAGEMENT RIGHTS

Except as expressly limited by other provisions of this Agreement, all of the authority, rights and responsibilities possessed by the District are retained by it, including, but not limited to, the right to determine the facilities, methods, means and number of personnel required for conduct of District programs; to administer the personnel operations of the District, including the examination, selection, recruitment, hiring, appraisal, training, retention, promotion, assignment or transfer of employees pursuant to law; to direct, deploy and utilize the work force; to establish specifications for each class of positions and to classify or reclassify and to allocate or reallocate new or existing positions in accordance with law and the provisions of the Agreement. The District has the sole and exclusive right to assign employees to work locations and shifts. However, shift and assignment preferences will be considered where applicable on the basis of work record with the District and seniority within the same classification where a vacancy exists.

Section 25.2 - Annual Increases:

The hourly increases for all employees for the following years will be as follows:

2005-2006	\$0.76 per hour
2006-2007	\$0.76 per hour
2007-2008	\$0.81 per hour
2008-2009	\$0.76 per hour
2009-2010	\$0.81 per hour

ARTICLE 26 - DURATION OF AGREEMENT

This Agreement has been negotiated and is subject to the terms of Article Civil Service Law. It is agreed by and between the parties that any provision of this agreement requiring legislative action to permit its implementation by amendment or by providing the additional funds therefore, shall not become effective until the appropriate body has given approval. The Agreement shall be effective as of July 1, 2005, and shall continue in full force and effect until June 30, 2010. In the event either party should desire to negotiate changes to this Agreement, notice of such shall be served by the moving party no later than 60 days prior to the expiration of the Agreement. Such notice shall be served by registered or certified mail, return receipt requested. In the event of a timely reopening, the parties shall promptly arrange to negotiate a successor agreement. This agreement shall remain in full force and effect during the period of negotiations.

FOR THE DISTRICT:

Raymond J. Fashano
Superintendent

Date

FOR THE ASSOCIATION:

Joe Privitera
JSSA President

Date

JSSA

Step	2002-03 Wage	2003-04 Wage	2004-05 Wage
Custodial Worker 1			
1	7.87	8.02	8.12
2	8.17	8.32	8.42
3	8.42	8.62	8.72
4	8.67	8.87	9.02
5	9.01	9.12	9.27
6	9.35	9.46	9.52
7	9.69	9.80	9.86
8	10.03	10.14	10.20
9	10.37	10.48	10.54
10	10.72	10.82	10.88
11	11.07	11.17	11.22
12	11.42	11.52	11.57
13	11.77	11.87	11.92
14	12.12	12.22	12.27
15	12.34	12.57	12.62
16		12.79	12.97
17			13.19

Custodial Worker 1 after 7/1/98			
1	7.37	7.52	7.62
2	7.67	7.82	7.92
3	7.92	8.12	8.22
4	8.17	8.37	8.52
5	8.49	8.62	8.77
6		8.94	9.02
7			9.34

JSSA

Step	2002-03 Wage	2003-04 Wage	2004-05 Wage
Custodial Worker 2			
1	8.70	8.85	8.95
2	9.00	9.15	9.25
3	9.29	9.45	9.55
4	9.57	9.74	9.85
5	9.89	10.02	10.14
6	10.21	10.34	10.42
7	10.53	10.66	10.74
8	10.85	10.98	11.06
9	11.17	11.30	11.38
10	11.49	11.62	11.70
11	11.76	11.94	12.02
12	12.13	12.21	12.34
13	12.45	12.58	12.61
14	12.77	12.90	12.98
15	13.11	13.22	13.30
16		13.56	13.62
			13.96

Custodial Worker 2 after 7/1/98			
1	8.15	8.30	8.40
2	8.45	8.60	8.70
3	8.71	8.90	9.00
4	8.99	9.16	9.30
5	9.25	9.44	9.56
6			9.84

JSSA

Step	2002-03 Wage	2003-04 Wage	2004-05 Wage
Food Service Worker			
1	6.95	7.10	7.20
2	7.25	7.40	7.50
3	7.54	7.70	7.80
4	7.82	7.99	8.10
5	8.04	8.27	8.39
6	8.26	8.49	8.67
7	8.47	8.71	8.89
8	8.69	8.92	9.11
9	8.91	9.14	9.32
10	9.13	9.36	9.54
11	9.34	9.58	9.76
12	9.56	9.79	9.98
13	9.78	10.01	10.19
14	9.96	10.23	10.41
15		10.41	10.63
16			10.81
Food Service Worker after 7/1/98			
1	6.51	6.66	6.76
2	6.81	6.96	7.06
3	7.06	7.26	7.36
4	7.31	7.51	7.66
5	7.56	7.76	7.91
6		8.01	8.16
7			8.41

JSSA

Step	2002-03 Wage	2003-04 Wage	2004-05 Wage
Cook/Baker			
1	7.58	7.73	7.83
2	7.88	8.03	8.13
3	8.15	8.33	8.43
4	8.45	8.60	8.73
5	8.67	8.90	9.00
6	8.89	9.12	9.30
7	9.10	9.34	9.52
8	9.32	9.55	9.74
9	9.54	9.77	9.95
10	9.76	9.99	10.17
11	9.98	10.21	10.39
12	10.19	10.43	10.61
13	10.41	10.64	10.83
14	10.63	10.86	11.04
15		11.08	11.26
16			11.48
Cook/Baker after 7/1/98			
1	7.10	7.25	7.35
2	7.40	7.55	7.65
3	7.65	7.85	7.95
4	7.90	8.10	8.25
			8.50

JSSA

	2002-03	2003-04	2004-05
Step	Wage	Wage	Wage

Senior Cook/Baker

1	7.81	7.96	8.06
2	8.11	8.26	8.36
3	8.39	8.56	8.66
4	8.68	8.84	8.96
5	8.91	9.13	9.24
6	9.14	9.36	9.53
7	9.37	9.59	9.76
8	9.59	9.82	9.99
9	9.81	10.04	10.22
10	10.04	10.26	10.44
11	10.26	10.49	10.66
12	10.49	10.71	10.89
13	10.71	10.94	11.11
14	10.92	11.16	11.34
15		11.37	11.56
16			11.77

Senior Cook/Baker after 7/1/98

1	7.31	7.46	7.56
2	7.61	7.76	7.86
3	7.86	8.06	8.16
4	8.11	8.31	8.46

JSSA

	2002-03	2003-04	2004-05
Step	Wage	Wage	Wage

Cook Manager			
1	8.95	9.10	9.20
2	9.25	9.40	9.50
3	9.54	9.70	9.80
4	9.82	9.99	10.10
5	10.05	10.27	10.39
6	10.28	10.50	10.67
7	10.51	10.73	10.90
8	10.74	10.96	11.13
9	10.97	11.19	11.36
10	11.20	11.42	11.59
11	11.43	11.65	11.82
12	11.66	11.88	12.05
13	11.89	12.11	12.28
14			12.51

Cook Manager after 7/1/98			
1	8.38	8.53	8.63
2	8.68	8.83	8.93
3	8.93	9.13	9.23
4	9.18	9.38	9.53

JSSA

Step	2002-03	2003-04	2004-05
	Wage	Wage	Wage
Truck and Bus Drivers			
1	8.70	8.85	8.95
2	9.00	9.15	9.25
3	9.31	9.45	9.55
4	9.59	9.76	9.85
5	9.88	10.04	10.16
6	10.17	10.33	10.44
7	10.46	10.62	10.73
8	10.75	10.91	11.02
9	11.01	11.20	11.31
10	11.30	11.46	11.60
11	11.59	11.75	11.86
12	11.92	12.04	12.15
13		12.37	12.44
14			12.77

JSSA

Step	2002-03 Wage	2003-04 Wage	2004-05 Wage
Security Assistant			
1	9.15	9.30	9.40
2	9.45	9.60	9.70
3		9.90	10.00
4			10.30

JSSA 1/25/02

LASTNAME	FIRSTNAME	MI	LOCATION	ASSIGNMENT	PAYABLE	PAYGRADE	PAYSTEP	NORMALDAY	FTE
ABBATE	ANTHONY	F	TO BE MAILED	(00000000 BUS DRIVER	FSBD	JSSA	TRKDRV	0	8 100
DONAHAY	JOHN	B	WAREHOUSE	(00000000 CUST WKR 1	CUST	JSSA	NEWCW1	1	8 100
DUSTIN	JOSEPH	D	ADMINISTRATION BUILDING	(00000000 BUS MECH	CUST	JSSA	BUSMCH	1	8 100
FELT	TAMMY	J	JAMESTOWN SENIOR HIGH SCHOOL	(00000000 CN SUB	CUST	JSSA	NEWCW1	1	8 100
HARDING	DAVID	R	WASHINGTON SCHOOL	(00000000 FS TRUCK DRIVER	FSBD	JSSA	TRKDRV	2	8 100
LANDY	GARY	J	ADMINISTRATION BUILDING	(00000000 BUS DRIVER	FSBD	JSSA	BUSDRV	1	8 100
LEE	LAURA	M	ADMINISTRATION BUILDING	(00000000 BUS DRIVER SUB	FSBD	JSSA	BUSDRV	2	8 100
RIZZO	KIMBERLY	A	JEFFERSON SCHOOL	(00000000 FSH	FSBD	JSSA	NEW9RL	1	8 100
STENTA	AMY	A	WASHINGTON SCHOOL	(00000000 FSH	FSBD	JSSA	NEW9RL	2	8 100
STRAIN	STEVE	A	ADMINISTRATION BUILDING	(00000000 BUS MECH	CUST	JSSA	BUSMCH	1	8 100
THOMPSON	KATHLEEN	M	TO BE MAILED	(00000000 FSH SN	FSBD	JSSA	NEWFSH	3	8 100
BIMBER	NANCY		WASHINGTON SCHOOL	(00000000 BUS DRIVER	FSBD	JSSA	BUSDRV	6	8 100
BURLEY	ROBERT		ADMINISTRATION BUILDING	(00000000 BUS DRIVER	FSBD	JSSA	BUSDRV	6	8 100
FORD	CHERYL		WASHINGTON SCHOOL	(00000000 SR COOK - SN	FSBD	JSSA	SCOBK	5	8 100
HARDING	BRENDA		WASHINGTON SCHOOL	(00000000 SR COOK - SN	FSBD	JSSA	SCOBK	3	8 100
HEADLEY	LINDA		WASHINGTON SCHOOL	(00000000 FSH SN	FSBD	JSSA	E/FSH	3	8 100
RUSSO	BARBARA		WASHINGTON SCHOOL	(00000000 FSH SN	FSBD	JSSA	NEWFSH	3	8 100
SHYDER	ROBERTA		TO BE MAILED	(00000000 FSH	FSBD	JSSA	FSH	13	8 100
WILCOX	VALERIE	L	WASHINGTON SCHOOL	(00000000 FSH	FSBD	JSSA	FSH	13	8 100
ANDERSON	JOYCE	M	JAMESTOWN SENIOR HIGH SCHOOL	(00000000 FSH	FSBD	JSSA	FSH	13	8 100
WEIMER	BEVERLY		WASHINGTON SCHOOL	(00000000 FSH	FSBD	JSSA	FSH	13	8 100
BUCCOLA	JOSEPHINE	M	JEFFERSON SCHOOL	(00000000 FSH	FSBD	JSSA	FSH	13	8 100
STRUDWICK	MARY LOU		ROGERS SCHOOL	(00000000 PARAPROF	FSBD	JSSA	NCW9BL	3	8 100
MCLEAN	BARBARA	J	ROGERS SCHOOL	(00000000 FSH	FSBD	JSSA	FSH	3	8 100
COLTHER	EILEEN	D	RING SCHOOL	(00000000 CW 1	CUST	JSSA	CW12	14	8 100
NOYD SR	DAVID	E	BUSH SCHOOL	(00000000 CUST 2	CUST	JSSA	CUST22	14	8 100
ATKINSON	JOYCE	E	JAMESTOWN SENIOR HIGH SCHOOL	(00000000 FSH	FSBD	JSSA	FSH	13	8 100
FERRALORO	LARRY	W	JAMESTOWN SENIOR HIGH SCHOOL	(00000000 CW 1	CUST	JSSA	CW11	14	8 100
RHODES	MARY	A	JEFFERSON SCHOOL	(00000000 FSH	FSBD	JSSA	FSH	13	8 100
KLEIN	JUDITH	A	RING SCHOOL	(00000000 FSH	FSBD	JSSA	FSH	13	8 100
TRISCART	SHARON	E	JAMESTOWN SENIOR HIGH SCHOOL	(00000000 CW 1	CUST	JSSA	CW11	14	8 100
CRICK	THOMAS	G	RING SCHOOL	(00000000 CW 1	CUST	JSSA	CW12	14	8 100
NUZZO	EVELYN	V	WASHINGTON SCHOOL	(00000000 SR COOK	FSBD	JSSA	SCOBK	13	8 100
ZUCHOWSKI	JANET	A	WASHINGTON SCHOOL	(00000000 FSH	FSBD	JSSA	FSH	13	8 100
WON	NANCY		FLETCHER SCHOOL	(00000000 FSH	FSBD	JSSA	FSH	13	8 100
HUGHAN	KIM	M	JAMESTOWN SENIOR HIGH SCHOOL	(00000000 CW 1	CUST	JSSA	CW13	14	8 100
WUPP	JANE	E	WASHINGTON SCHOOL	(00000000 FSH	FSBD	JSSA	FSH	13	8 100
FIELD	GERALDINE	A	ROGERS SCHOOL	(00000000 FSH	FSBD	JSSA	FSH	13	8 100
CAVALIERE	ANDY		JAMESTOWN SENIOR HIGH SCHOOL	(00000000 CW 1	CUST	JSSA	CW11	14	8 100
GRIFFIN	JOY		WASHINGTON SCHOOL	(00000000 COOK	FSBD	JSSA	CO&BK	13	8 100
LEFEVRE	MARY	A	WASHINGTON SCHOOL	(00000000 SH BAKER	FSBD	JSSA	SCOBK	13	8 100
MCKOTCH	JUDY	E	LINCOLN SCHOOL	(00000000 FSH	FSBD	JSSA	FSH	13	8 100
SCOTT	ARVILLA		FLETCHER SCHOOL	(00000000 FSH	FSBD	JSSA	FSH	13	8 100
MULLEN	CAROL	A	WASHINGTON SCHOOL	(00000000 FSH	FSBD	JSSA	FSH	13	8 100
FUCK	ANNA	L	JAMESTOWN SENIOR HIGH SCHOOL	(00000000 COOK MANAGER	FSBD	JSSA	CKMGN	11	8 100
LINDFORS	DAVID	D	WAREHOUSE	(00000000 CW 1	CUST	JSSA	CW12	14	8 100
MARZALEN	BEVERLY	D	WAREHOUSE	(00000000 CW 1	CUST	JSSA	CW12	14	8 100
DEFRISCO	PATRICIA	D	RING SCHOOL	(00000000 FSH	FSBD	JSSA	FSH	13	8 100
LENART	LUCILLE	A	LINCOLN SCHOOL	(00000000 FSH	FSBD	JSSA	FSH	13	8 100
RUPCZYK	WINIFRED	H	JAMESTOWN SENIOR HIGH SCHOOL	(00000000 FSH	FSBD	JSSA	FSH	13	8 100
EVINCZIK	MARJORIE	R	TO BE MAILED	(00000000 FSH	FSBD	JSSA	FSH	13	8 100
WAMMOND	WILLAMAY		JAMESTOWN SENIOR HIGH SCHOOL	(00000000 FSH	FSBD	JSSA	FSH	13	8 100
NEID	DENISE	D	ADMINISTRATION BUILDING	(00000000 BUS DRIVER	FSBD	JSSA	BUSDRV	11	8 100
FRONTUTO	ROZANNE	W	WASHINGTON SCHOOL	(00000000 FSH	FSBD	JSSA	FSH	13	8 100
GRICE	JANET	M	JEFFERSON SCHOOL	(00000000 CW1-2ND-14	CUST	JSSA	CW12	14	8 100
BUTERA	PETER	G	PERSELL SCHOOL	(00000000 CUST 2	CUST	JSSA	CUST22	14	8 100
FIELD	COLLEEN	G	WASHINGTON SCHOOL	(00000000 CAFE TRK DRV	FSBD	JSSA	TRKDRV	11	8 100
MILLS	TIMOTHY	S	JAMESTOWN SENIOR HIGH SCHOOL	(00000000 FSH	FSBD	JSSA	FSH	13	8 100
HOUGHNOT	R JOSEPH		JAMESTOWN SENIOR HIGH SCHOOL	(00000000 CW 1	CUST	JSSA	CW11	14	8 100
RUSSEY	LEROY	F	JEFFERSON SCHOOL	(00000000 STOREROOM ATTD	FSBD	JSSA	TRKDRV	11	8 100
RUNFOLA	PENELOPE	M	HOLY FAMILY	(00000000 CUST2-2ND-14	CUST	JSSA	CUST22	14	8 100
BROSKUS	LORETTA	I	TO BE MAILED	(00000000 FSH	FSBD	JSSA	FSH	13	8 100
MILLS	DAVID	R	ROGERS SCHOOL	(00000000 CUST 2	CUST	JSSA	CUST22	14	8 100
JOHNSTON	CAROL	M	TO BE MAILED	(00000000 BAKER	FSBD	JSSA	CO&BK	12	8 100
PIAZZA	TERRY	A	BUSH SCHOOL	(00000000 CW 1	CUST	JSSA	CW12	14	8 100
DAHLGREN	MARGARET	A	JAMESTOWN SENIOR HIGH SCHOOL	(00000000 FSH	FSBD	JSSA	FSH	8	8 100
CAMPBELL	DEBBIE	D	JAMESTOWN SENIOR HIGH SCHOOL	(00000000 FSH	FSBD	JSSA	FSH	13	8 100
HALLBERG	JOSEPHINE		TO BE MAILED	(00000000 FSH	FSBD	JSSA	FSH	11	8 100
FRONTUTO	CATHERINE	J	PERSELL SCHOOL	(00000000 FSH	FSBD	JSSA	FSH	8	8 100
EAGAN	CHARLES		WASHINGTON SCHOOL	(00000000 CW 1	CUST	JSSA	CW12	14	8 100
SHIELDS	SEAN	P	WAREHOUSE	(00000000 CW 1-2ND-14	CUST	JSSA	CW12	14	8 100
TRISCART	RICHARD	L	ADMINISTRATION BUILDING	(00000000 BUS DRIVER	FSBD	JSSA	BUSDRV	11	8 100
VINTON	JOY	B	WASHINGTON SCHOOL	(00000000 FSH	FSBD	JSSA	FSH	3	8 100
LUNDSTEN	DANIEL	L	JAMESTOWN SENIOR HIGH SCHOOL	(00000000 CUST WKR 1	CUST	JSSA	NEWCW1	4	8 100
PENHOLLOW-ANDERSON	ANNETTE	S	PERSELL SCHOOL	(00000000 FSH SN	FSBD	JSSA	FSH	11	8 100
WIGGERS	SHARON	L	JAMESTOWN SENIOR HIGH SCHOOL	(00000000 FSH SN	FSBD	JSSA	FSH	7	8 100
CAMPBELL	DOANNA	J	WASHINGTON SCHOOL	(00000000 BAKER	FSBD	JSSA	CO&BK	8	8 100
SWORD	KENNETH	W	JAMESTOWN SENIOR HIGH SCHOOL	(00000000 CW1-2ND-12	CUST	JSSA	CW13	13	8 100
GORTON	RITA	K	LOVE SCHOOL	(00000000 FSH	FSBD	JSSA	FSH	8	8 100
JONES	TERRI		TO BE MAILED	(00000000 FSH SN	FSBD	JSSA	E/FSH	3	8 100
CLEVELAND	SMELLIE		JAMESTOWN SENIOR HIGH SCHOOL	(00000000 FSH SN	FSBD	JSSA	E/FSH	3	8 100
PAUL	NANCY	M	WASHINGTON SCHOOL	(00000000 FSH	FSBD	JSSA	FSH	8	8 100
PHILLIPS	WILLIAM		LINCOLN SCHOOL	(00000000 CUST 2	CUST	JSSA	CUST22	6	8 100
FELT	MICHELE	L	BUSH SCHOOL	(00000000 FSH	FSBD	JSSA	FSH	5	8 100
OBRIEN	DELBERT		JAMESTOWN SENIOR HIGH SCHOOL	(00000000 CUST 2	CUST	JSSA	CUST22	5	8 100
KARLSTROM	THOMAS	H	JAMESTOWN SENIOR HIGH SCHOOL	(00000000 CUST11-2ND-14	CUST	JSSA	CUST22	4	8 100
MEYINGER	RICHARD	D	ADMINISTRATION BUILDING	(00000000 CW 1	CUST	JSSA	CUST22	5	8 100
DELP	DEBRA	A	BUSH SCHOOL	(00000000 PARAPROF	FSBD	JSSA	FSH	3	8 100
DIJVAL	DARLYNE	A	TO BE MAILED	(00000000 FSH	FSBD	JSSA	FSH95	4	8 100
LONG	JANICE		ST JAMES	(00000000 CW 1	CUST	JSSA	CW12	5	8 100
CARLSON	BRUCE	A	FLETCHER SCHOOL	(00000000 CUST 2	CUST	JSSA	CUST22	4	8 100
SMALL	TERRY		JEFFERSON SCHOOL	(00000000 CW 1	CUST	JSSA	CW12	4	8 100
ADAMS	MICHELLE	M	WASHINGTON SCHOOL	(00000000 FSH	FSBD	JSSA	CO&BK	4	8 100
BOLAND	DEAN		RING SCHOOL	(00000000 CUST11-2ND-14	CUST	JSSA	CUST22	3	8 100
JOHNSON	JOSEPH	A	JAMESTOWN SENIOR HIGH SCHOOL	(00000000 CW 1	CUST	JSSA	NEWCW1	4	8 100
	DIANA	E	JAMESTOWN SENIOR HIGH SCHOOL	(00000000 CW 1	CUST	JSSA	NEWCW1	4	8 100

SMITH	TINA	M	WASHINGTON SCHOOL	1998/08/01	FSH	FSBD	JSSA	NEW9BL	4	8	100
JONESON	JOYCE	E	ADMINISTRATION BUILDING	1998/09/08	BUS DRIVER	FSBD	JSSA	BUSDORV	4	8	100
KEFER	FREDERICK	R	ADMINISTRATION BUILDING	1998/09/08	BUS DRIVER	FSBD	JSSA	BUSDORV	4	8	100
RUDOLPH	MAOMI	R	FLETCHER SCHOOL	1998/08/21	CW 1	CUST	JSSA	NEWCW1	4	8	100
SAMEC	JIMMIE	M	WASHINGTON SCHOOL	1998/08/23	FS TRUCK DRIVER	FSBD	JSSA	TRKDRV	4	8	100
PRIVITERA	AUDREY	L	LINCOLN SCHOOL	1998/08/28	CW 1	CUST	JSSA	NEWCW1	4	8	100
COWAN	DEBORAH	L	JEFFERSON SCHOOL	1998/10/05	FSH	FSBD	JSSA	NEW9BL	4	8	100
PAUL	SARA		JAMESTOWN SENIOR HIGH SCHOOL	1998/10/05	CW 1	CUST	JSSA	NEWCW1	4	8	100
BORTON	KIMBERLY	A	WASHINGTON SCHOOL	1998/11/18	FSH	FSBD	JSSA	CO8BK	3	8	100
RUSH	MELISSA	J	WASHINGTON SCHOOL	1998/03/15	FSH	FSBD	JSSA	NEWFSH	3	8	100
DELGADO	RAFAEL	R	JAMESTOWN SENIOR HIGH SCHOOL	1998/07/01	CW 1	CUST	JSSA	NEWCW1	3	8	100
BARR SR	ROBERT	L	WAREHOUSE	1998/07/21	CW 1	CUST	JSSA	NEWCW1	2	8	100
CAYLOR	LISA		TO BE MAILED	1999/08/11	BUS DRIVER	FSBD	JSSA	BUSDORV	3	8	100
HARDWICK	BERNARD	D	ADMINISTRATION BUILDING	1999/08/11	BUS DRIVER	FSBD	JSSA	BUSDORV	3	8	100
HUMBLE	FREDERICK		ADMINISTRATION BUILDING	1999/08/11	BUS DRIVER	FSBD	JSSA	BUSDORV	3	8	100
ROGERS	MARGARET	E	ADMINISTRATION BUILDING	1999/08/11	BUS DRIVER	FSBD	JSSA	BUSDORV	3	8	100
VANTUL	DAWN	M	PERSELL SCHOOL	1999/08/11	BUS DRIVER	FSBD	JSSA	BUSDORV	3	8	100
TOUSLEY	MICHAEL	R	LOVE SCHOOL	1999/08/11	FSH	FSBD	JSSA	NEW9BL	3	8	100
LEON	CARMEN	N	JAMESTOWN SENIOR HIGH SCHOOL	1999/08/13	CW 1	CUST	JSSA	NEWCU2	3	8	100
BISHOP	SLAHEN	M	TO BE MAILED	1999/10/06	FSH	FSBD	JSSA	NEW9BL	3	8	100
HILLS	MAUREEN	A	RING SCHOOL	1999/10/12	FSH	FSBD	JSSA	NEW9BL	3	8	100
NELSON	ELIZABETH	H	LOVE SCHOOL	1999/10/13	FSH	FSBD	JSSA	NEW9BL	3	8	100
NALBONE	MARY		JAMESTOWN SENIOR HIGH SCHOOL	1999/10/16	TEMP FSH	FSBD	JSSA	NEW9BL	3	8	100
MUSCARELLA	SHEILA	C	WASHINGTON SCHOOL	1999/10/28	FSH	FSBD	JSSA	NEW9BL	3	8	100
KRAWCZYK	MARY	J	ST JAMES	1999/11/30	FSH	FSBD	JSSA	NEW9BL	3	8	100
MUNDAY	JENNIFER	L	WASHINGTON SCHOOL	1999/12/15	CW 1	CUST	JSSA	NEWCW1	3	8	100
BENNETT	KEVIN	J	WAREHOUSE	1999/12/20	FSH SN	FSBD	JSSA	NEW9BL	3	8	100
NILSON	DENNIS	A	WAREHOUSE	2000/03/29	CW 1	CUST	JSSA	NEWCW1	2	8	100
BOWE	MELROY	M	JAMESTOWN SENIOR HIGH SCHOOL	2000/04/11	CW 1 TEMP	CUST	JSSA	NEWCW1	2	8	100
LEWIS	HELEN	M	JAMESTOWN SENIOR HIGH SCHOOL	2000/05/01	FSH	FSBD	JSSA	NEW9BL	2	8	100
JENKINS	AGNES	D	LOVE SCHOOL	2000/05/22	FSH	FSBD	JSSA	NEW9BL	2	8	100
MORAN	SHARON	L	WASHINGTON SCHOOL	2000/05/31	FSH	FSBD	JSSA	NEW9BL	3	8	100
NELSON	TAMELA	J	JAMESTOWN SENIOR HIGH SCHOOL	2000/07/26	CW 1	CUST	JSSA	NEWCW1	2	8	100
CORREA	MIGUEL		WASHINGTON SCHOOL	2000/08/03	FSH	FSBD	JSSA	NEW9BL	2	8	100
ANDERSON	ROBERT	A	ADMINISTRATION BUILDING	2000/08/14	BUS DRIVER	FSBD	JSSA	BUSDORV	2	8	100
BRANDOW	CHARLES	C	ADMINISTRATION BUILDING	2000/08/14	BUS DRIVER	FSBD	JSSA	BUSDORV	2	8	100
CRAWFORD SR	DUANE	R	ADMINISTRATION BUILDING	2000/08/14	BUS DRIVER	FSBD	JSSA	BUSDORV	2	8	100
HALLETT	DAWN	Y	ADMINISTRATION BUILDING	2000/08/14	BUS DRIVER	FSBD	JSSA	BUSDORV	2	8	100
LANGWORTHY	WILLIAM	D	ADMINISTRATION BUILDING	2000/08/14	BUS DRIVER	FSBD	JSSA	BUSDORV	2	8	100
LAVENICE	JOY	D	TO BE MAILED	2000/08/14	BUS DRIVER	FSBD	JSSA	BUSDORV	2	8	100
MATTESON	JOHN	P	ADMINISTRATION BUILDING	2000/08/14	BUS DRIVER	FSBD	JSSA	BUSDORV	2	8	100
SIPEREK	RAYMOND	C	ADMINISTRATION BUILDING	2000/08/14	BUS DRIVER	FSBD	JSSA	BUSDORV	2	8	100
THOMAS	SUSAN	R	FLETCHER SCHOOL	2000/08/14	CUST WKR	CUST	JSSA	NEWCW1	2	8	100
ENO	CHRISTINE	S	PERSELL SCHOOL	2000/08/14	FSH	FSBD	JSSA	NEW9BL	2	8	100
JOHNSON	AARON	W	JAMESTOWN SENIOR HIGH SCHOOL	2000/08/20	CW 1	CUST	JSSA	NEWCW1	2	8	100
CRISAFULLI	DIANA	L	WASHINGTON SCHOOL	2000/08/25	FSH	FSBD	JSSA	NEW9BL	2	8	100
CHAMBERLAIN	SHIRLEY	A	HOLY FAMILY	2000/10/18	FSH	FSBD	JSSA	NEW9BL	2	8	100
NUNEZ	BRENDA	E	TO BE MAILED	2000/11/09	PARAPROF BUS	FSBD	JSSA	NEW9BL	2	8	100
NEAR	NANCY	B	WASHINGTON SCHOOL	2000/11/14	FSH	FSBD	JSSA	NEW9BL	2	8	100
BARTOLDSON	ALLEN	R	ADMINISTRATION BUILDING	2000/11/16	BUS DRIVER SUB	FSBD	JSSA	BUSDORV	1	8	100
CHRISTOFFERSON	KARL	B	ADMINISTRATION BUILDING	2000/11/16	BUS DRIVER SUB	FSBD	JSSA	BUSDORV	1	8	100
POLLARO	JAMES	S	ADMINISTRATION BUILDING	2000/11/18	BUS DRIVER SUB	FSBD	JSSA	BUSDORV	1	8	100
MORRETTI	STACIE	R	JAMESTOWN SENIOR HIGH SCHOOL	2000/11/29	FSH	FSBD	JSSA	NEW9BL	1	8	100
HAMILTON	ROSEMARY	A	BUSH SCHOOL	2000/11/29	FSH	FSBD	JSSA	NEW9BL	2	8	100
LUBA	APRIL	M	JAMESTOWN SENIOR HIGH SCHOOL	2000/11/29	FSH	FSBD	JSSA	NEW9BL	2	8	100
SWANSON	TIMOTHY	L	ADMINISTRATION BUILDING	2000/11/29	BUS DRIVER SUB	FSBD	JSSA	BUSDORV	2	8	100
TOBIAS	THERESA	M	LINCOLN SCHOOL	2000/12/11	PARAPROF	FSBD	JSSA	NEW9BL	2	8	100
NIGHOL	CONSTANCE	M	LOVE SCHOOL	2001/01/06	FSH	FSBD	JSSA	NEW9BL	2	8	100
ANDERSON	GARY	A	JAMESTOWN SENIOR HIGH SCHOOL	2001/01/17	CUST WKR 1	CUST	JSSA	NEWCW1	1	8	100
BECK SR	WILLIAM	E	ADMINISTRATION BUILDING	2001/01/25	BUS DRIVER	FSBD	JSSA	BUSDORV	1	8	100
LINDSEY	GEORGE		ADMINISTRATION BUILDING	2001/01/31	BUS DRIVER	FSBD	JSSA	BUSDORV	1	8	100

